Internal Investigation Report

Subject: Mr. Subbarayudu Thunga’s fraud case (April 2020 – Jan 2025)

Police case

Introduction

This is a comprehensive internal report on **Mr. Subbarayudu Thunga (Subbu),** an Indian citizen employed as a **Tech Lead – Project Manager** at VOU Kuala Lumpur office. Subbu embezzled **RM 1,755,494.42** by fabricating employment records, hiring fictitious employees in India, and processing fraudulent invoices under the guise of freelancer payments. He personally received the money on behalf of non-existent or hidden IT teams.

Subbu is an intelligent developer with strong technical skills but lacks a legal and ethical perspective on his actions. Despite being confronted multiple times on his suspicious way of doing things, he continued his misconduct and fraudulent activities, which led the company to initiate a **comprehensive investigation**—ultimately uncovering a shocking extent of fraud.

His case is a **classic HR scam** commonly seen in organizations working with remote employees. However, **greed and ego** have driven him into a high-risk situation for the company. Not only does he refuse to admit his crimes, but he is also withholding **critical knowledge and documentation** related to a software project that took five years to develop—using this as leverage to protect himself and prolong his deception.

The company's directors acknowledge that when managing remote employees, it is impossible to enforce **constant scrutiny** or **micromanagement**. Trust is essential, and while tools exist to establish **sources of trust,** their effectiveness still depends on employee **self-declaration and integrity**.

This report provides a **chronological timeline** of incidents leading up to the discovery of Subbu's fraudulent activities.

About Mr. Subbarayudu Thunga

Mr. Subbarayudu Thunga, a 36-year-old man from India (Passport No: Z3825085, INDIA) resident of Malaysia at C-6-7, Arena Green Apartment, Bukit Jalil ,holding Talent Corp Visa since 2023 , is a father of two—a 6-year-old boy and an 8-year-old girl. He joined VOU as a full-time employee in July 2019 as tech lead and full stack developer which soon was promoted to tech lead cum project manager and played a key role in software design team.

He holds a degree in Electronics from Jawaharlal Nehru University, having graduated in 2009; however, the degree has never been verified.

Subbarayudu comes from a very poor family background. He has a younger brother and, according to him, an alcoholic father who passed away in December 2024 (death not verified). He took an extended leave to return to India for the funeral very recently.

He is originally from a village located a few hours from Hyderabad. (not verified)

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He is intelligent and adept at portraying himself as a dedicated and professional tech lead. However, his English proficiency is weak, particularly in grammar, and he struggles to comprehend academic documents related to software development.

He possesses some leadership skills and has the ability to persuade others to work for him. Additionally, he is adept at shifting blame onto others to avoid accountability for his own mistakes. His most notable skill, however, is deflecting and undermining individuals whom he perceives as a threat. He can easily pressure his colleagues to resign if he dislikes them or sees them as a potential problem in the future.

The most evident qualities in **Subbu's character are ego and greed**, which are so apparent that even other managers and office administrators have easily recognized them.

VOU, as a startup, is the first company to provide Subbu with an opportunity to showcase his technical skills and act as a **software architect** in practice. Despite various challenges, the company culture emphasizes giving everyone a fair chance to grow and demonstrate their best abilities. Subbu has learned a great deal at **VOU** and has been involved in a **large international project**.

However, this has led to a **misconception on his part**—believing that he alone is responsible for the company's progress and that others should appreciate his contributions unconditionally. In reality, **VOU** is still in its **early stages**, facing numerous **technical challenges**, and is **not yet widely adopted** in the market. While the company's **branding positions VOU as a game-changer**, Subbu has **wrongfully taken credit** for the entire branding and marketing effort.

It is evident that **VOU's Australian startup culture**, which emphasizes **giving opportunities to all employees and fostering encouragement**, has been **misinterpreted by Subbu**. This has led him to **develop an inflated ego**, making him resistant to allowing anyone else to work on his project.

The company's team slogan, **"We will be a top ten in the world,"** has been **altered by Subbu** to **"We are a top ten in the world,"** reflecting his tendency to **overstate the company's achievements** and take undue credit. However, Google reviews show how big is VOU in the market in reality.

Besides his **ego**, Subbu is also driven by **extreme greed**. While it is understandable that someone from a **very poor background** might become **tempted by financial opportunities**, Subbu's **greed has now become the defining factor** in his actions.

While **illegally making millions** by hiring a **fake team**, he has also **outsourced company projects** to **another fraudulent team or company in India**, further exploiting the situation to maximize his personal gains.

Despite these unethical practices, he has continued to **seek personal favors from the CEO**, making **unwarranted claims** for **his family's medical insurance, personal gadgets, and even reimbursement for a lunch** he paid for when meeting a colleague.

It is clear that **Subbu is acting entirely out of ego and greed**, having **lost all sense of logic and common sense**. He refuses to **admit to any wrongdoing**, even when presented with **solid evidence**. Perhaps he realizes that **admitting his actions would leave him with no way out**, which is why he continues to deny everything despite overwhelming proof against him.

Subbu was **terminated on December 27, 2024**, with a **three-month notice period**, making his **last working day February 27, 2025**. However, instead of cooperating professionally, he **created a crisis and started playing manipulative games** to **avoid handing over critical knowledge and project details**. This deliberate obstruction appears to be his way of **ensuring the company cannot pursue legal action against his multi-million ringgit fraud**, using the lack of knowledge transfer as leverage to shield himself.

According to him, he **fled to India on January 29, 2025**, sending a WhatsApp message to the CEO stating:
"I'm at the airport now and will fly to India in 10 minutes."

This sudden departure further complicates any attempts to hold him accountable.

2019

Mr. Subbarayudu Thunga was employed in 4th July 2019 in an urgent situation as our ex-tech lead had left Malaysia to Egypt in an emergency. We offered Mr. Subbarayudu Thunga RM12K per month salary for the role of tech lead and full stack developer to lead a team of 6 people in our office in The Vertical Business Suites, Bangsar South. We handled his work permit also within a few months.

The CEO promoted him to RM 15,500 / month on 21 Nov 2019 after probation as he was showing good skill and progress.

However, within this period, few staff resigned, we considered it normal under a new lead with different approach.

Jan 2020

The VOU (The old version which was developed since 2017) was launched in Malaysia market in Expo in 9th Jan 2020 .

Mar 202 (Pandemic)

Shortly after the launch, **COVID-19 struck**, forcing the company to **halt all operations by the end of March 2020**. As a result, the company **suffered significant losses**, leading to **staff layoffs and the closure of the office**.

During this period, **Mr. Subbarayudu Thunga remained in Malaysia**, while his **wife and family were in India**. As the situation unfolded, the company realized the potential of **remote work** and adapted by launching a **new project related to COVID-19, called NOVIDIC**.

Mr. Subbarayudu Thunga was on mission to build a new team who work remotely.

Apr 202

Mr. Subbarayudu Thunga introduces **SriRamachandra Narla**, a skilled developer from India who was willing to join the company and Mani Sai Ram , a tester who is based in Malaysia already. Based on Subbu's recommendation, company **hires Narla and Mani as a full-time employee on April 2020** , offering them a salary of **RM 5,000 per month**, which was **above the average** for Indian developers back then.

First Invoice

Narla sent the first ionvoice of RM1500 for the work he provided in Aril and the company processed the invoice by Paypal from Australia.

NOTE: Mani holds MYR bank account and never asked to send him via Subbu.

Second Invoice

Narla contacts the CEO on 29 March 2020 by WhatsApp asking if it is possible to pay his salary in MYR directly via Mr. Subbarayudu Thunga's account as he is losing in PayPal exchange. CEO replies Narala that this is not something we ask Subbu does, you must ask him for help from your side. The CEO however, has no rejection as due to Pandemic , he was not able to travel to Malaysia and fascinate such banking services.

NOTE: Back in 2020, Voice of Uranus sdn Bhd (Former name of VOU sdn bhd) had only Maybank account with no internet banking access due to restrictions imposed to Iranian citizens (The company CEO and shareholders are Iranian).

The invoice is paid as per Mr. Subbarayudu Thunga's agreement to help Narla and uses a remittance company he always use to send money to India.

This is the first involvement of Mr. Subbarayudu Thunga to handle payment for his team. Company did not believe it is a risk as Narla was assumed just a developer who is working for the company and has no other relationship with Mr. Subbarayudu Thunga. (Later we learnt they were partners in an Idian business since 2017 and this idea of the invoice suggested by Narla was calculated move)

Sep 2020

By Sep 2020, two more developers are hired by the company , referred and interviewed by Mr. Subbarayudu Thunga , Vijay and Deva (Devendar) and paying through Mr. Subbarayudu Thunga now is accepted as a default method of payment (Asking invoice the company as sole contractor and show the beneficiary account Mr. Subbarayudu Thunga's MYR accounts in Malaysia , either Public Bank or Alliance bank).

Feb 2021

Company hires ArunKumar ReddyBandi in Feb 2021 as a full time developer based in India and as usually, payment is handled by Mr. Subbarayudu Thunga.

May 2022

Company hires Sanjeeve Reddy as a full time developer based in India with the same method of payment.

Jun 2022

In **June 2022**, the company **hires Mekala Siva Teja (commonly known as Kumar)** as a **full-time developer based in India**, following the **same payment method** as before.As you can see, the **company continues hiring and expanding the team** as projects are delayed, and the **directors believed** that the existing team was either **too small or not sufficiently skilled**.

Over time, the **directors realized** that remote work **lacks quality control**, as there was **no way to accurately track how many hours employees were actually working**. The only option was to **rely on and trust Mr. Subbarayudu Thunga** as the **team lead**, making him the sole point of reference for the team's performance and productivity.

The company also **concluded that it would be better to outsource part of the projects** to another team, as suggested by **Mr. Subbarayudu Thunga**, in order to **reduce the workload on the in-house team**. The **same payment method** was **accepted by default**, without further scrutiny.

It is also important that company referred many developers from different countries, Mr. Subbarayudu Thunga always rejected them in interview and narrowing down to people in his loop only. So any new recruitment was a challenge as Mr. Subbarayudu Thunga did not like any resume given to him by the CEO.

Directors finally concluded that **Mr. Subbarayudu Thunga** is not skilled as a project manager, we must hire an independent IT manager to monitor Subbu and his team.

Jan 2023

Company hires **Mr. Vijay Ganesan**, a Malaysian citizen without asking Subbu's idea and introduced him to him and instructed that he and his team must work under a new IT manager.

Mr Ganesan was a nice decent manager who did not have idea what is going on in the team. According to him, he could not have a proper meeting with Subbu's team after few weeks of back and forth and finally he resigned on 9 Feb. (He tells the CEO that the team does not want to cooperate).

The **directors are now facing a major challenge**—having **invested millions** into the project, yet **Mr. Subbarayudu Thunga** is **neither allowing new people to join** nor **meeting project deadlines**. His **control over the team** and reluctance to **expand or collaborate** have put the company in a **difficult position**, jeopardizing both progress and investment.

The **directors suspect** that **Subbu is controlling the team** by surrounding himself with his **own group of Indian developers**, potentially **taking a commission from them**—which could explain his behavior and resistance to outside involvement.

Additionally, there is a **common belief in the industry** that **Indian developers tend to support only their own colleagues and friends**, often being **reluctant to allow outsiders to penetrate their network**. This could further explain why Subbu has been **so protective and exclusive** about the team composition.

The **CEO concludes** that before confronting **Subbu**, the company must first **secure an IT team** by establishing a **backup team**. However, creating such a team **still requires Subbu's cooperation** for **knowledge transfer and training new members**.

Subbu is **bullying the company** through his actions, leaving the company with **no immediate choice but to find a way to manage him strategically** at this stage. **Removing Subbu is a long-term process** and **cannot be executed overnight**, requiring careful planning and transition to minimize disruption.

Mar 2024

The company **believes that the team is not fully committed**, as many members appear to be **freelancing for other clients** while being **fully employed by VOU**. As a solution, the company considers **terminating some full-time employees** and **rehiring them as freelancers** to **reduce costs and improve accountability**.

To implement this, the company **asks Subbu to select two employees** for termination and freelance re-engagement. **Without hesitation, he immediately picks Sanjeeve and Vijay**.

Company also offers a KPI model, paying a reward if team meets deadlines, yet they do not meet deadlines while reward usually is paid.

Jul 2024

Projects are now facing **delays of over six months**, and it has become increasingly **obvious** that **Subbu is either working for a competitor** to **prevent VOU from being completed** or has **taken up a position in another company**, making him **no longer dedicated** to **VOU**. His actions strongly indicate a **conflict of interest**, further jeopardizing the company's progress.

New Project Manager

CEO takes the risk and employes a project manager , Mr. Alexy who is a professional manager . The excuse given to Subbu is here that investors are asking for a project managaer.

The day CEO announces new project manager in Slack channel, 4 people immediately resigns as reaction to this. (Kishore, Kumar, Arun and Mani).

It is now obvious that Subbu is leading a gang not an team.

The leak

The First Major Goof by Subbu – A Turning Point in the Investigation

While **Arun was chatting with the CEO** in a group discussion about his resignation (trying to make it appear that it was **not due to the new manager**), **Subbu accidentally responded as Arun**. This was **his first major slip-up in years**, revealing a critical flaw in his deception—**he forgot to switch between devices while chatting**.

This **incident became the turning point** in the entire investigation. **Suspicious of the mistake, the CEO checked Slack IP logs** and discovered that **Subbu's team members were all using the same IP address as Subbu himself**, with most accessing Slack **via web browsers**. This led to a **shocking revelation**:

- **Subbu was impersonating an entire team**—either by using a **single device with multiple browsers** or by **controlling multiple devices himself**.
- This **triggered a deeper investigation**, uncovering that the **CVs submitted to HR on day one** contained **mostly fake information**.
- **Mobile numbers provided** (knowing that the CEO contacts employees via WhatsApp) were **linked to Subbu's mother, brother, and family members**, with **Subbu likely having access to their WhatsApp accounts**.
- **Private investigators in India were engaged to verify the ICs**, revealing that **some were completely fake**.
- Further scrutiny of **job offers and signed contracts** showed that most had been **signed in the same handwriting**, further confirming fraudulent activities.

This revelation confirmed that **Subbu had been fabricating an entire team**, running a sophisticated **payroll scam**, and siphoning **millions** from the company while **manipulating remote work processes to his advantage**.

Conclusion

We believe that **at least five out of the eight members** in **Subbu's team** were **not real employees**. However, some of them **do exist on social media** and are listed as developers. Upon further investigation, we found that **all of them are Subbu's friends**.

It appears that either:

- **Subbu is using their names without their knowledge**, and they are **unaware** of the scheme.
- **They are complicit**, receiving payments in exchange for **covering up for Subbu**.

What remains certain is that **these individuals never actually worked on VOU projects**.

Additionally, we discovered that **Subbu and Narla have known each other for a long time** and have **jointly owned an IT company in India since 2017**. This raises further **concerns about conflicts of interest and financial misconduct**, indicating a **deeper level of premeditated fraud** than initially suspected.

Mr. **Subbarayudu Thunga** has **scammed his employer**, **damaged company projects**, and is **actively refusing to hand over critical knowledge and documentation**.

His actions constitute **serious criminal offenses**, including:

- **Fraud** – By fabricating employment records, hiring fictitious employees, and misappropriating company funds.
- **Money Laundering** – By channeling company payments through fraudulent invoices and unauthorized accounts.
- **Tax Evasion** – By misrepresenting payroll expenses and financial transactions to authorities.

His **deliberate misconduct** has not only caused **significant financial and operational setbacks** for the company but also exposed the organization to **legal and compliance risks**.

These people have been involved in this fraud case by helping Subbu in money laundry, Malaysia police is investigating about them:

- SRIRAMACHANDRA YADHAV (Narla) – DOB: 31/08/1988
- Arun Kumar Reddy Bandi (Arun) – DOB 2/01/1988
- CHEPURI DEVENDAR SATHI REDDY (Deva) – DOB: 11/03/1978
- MEKALA SIVA TEJA (kumar) – DOB: 2/07/1987
- BOLISETTY MANI SAI RAM (Mani) – DOB : 4/10/1993

Subbu was arrested by Malaysian Commercial Crime Police in March 2025 and is facing prosecution.

End of report

Ajit Singh

H I Services